



Gibraltar Area School District
Current Employee Benefits 2022 / 2023
Regular Full Time, Calendar Year Employees
As of 7/1/22

Paid Holidays – 9 days **Paid Time Off – 12 days (As outlined in Employee Handbook)**
Paid Vacation – As outlined in the Employee Handbook

Health Insurance

Employee only plan has \$1000.00 in network deductible
 \$1500.00 out of network

Family plan has \$2000.00 in network deductible
 \$3000.00 out of network

	Employee Pays	School Pays	Total Annual Benefit
Prevea360 HMO Plan			
Employee only	12% = \$78.51 / month	88% = \$575.78 / month	\$6,909.36
Family	12% = \$174.93 / month	88% = \$1,282.83 / month	\$15,393.96
Prevea360 POS Plan			
Employee only	12% = \$100.15 / month	88% = \$734.46 / month	\$8,813.52
Family	12% = \$223.14 / month	88% = \$1,636.37 / month	\$19,636.44

Dental Insurance - \$0.00 deductible – \$1,300.00 maximum benefits per person, per calendar year.

Employee only	12% = \$7.31 / month	88% = \$53.62 / month	\$643.44
Family	12% = \$18.88 / month	88% = \$138.48 / month	\$1,661.76

Health Reimb Account (HRA) – To help employees cover the annual deductibles on their health insurance.

	<u>In network</u>	<u>Out of Network (POS)</u>
Employee only	\$625.00 /per year	\$1000.00
Family	\$1250.00 / per year	\$2000.00

Other Employee Benefits

Long Term Disability	100%
Life Insurance = salary rounded to nearest \$1000.00	100%
Wi Retirement	6.5% - 2022 rate

Employees also have access to these voluntary benefits and insurances.

403(b) Retirement Payroll Deduction - The District has partnered with Omni to offer employees the ability to make additional pretax retirement contributions.

Flexible Spending Account – Employees are given the opportunity to make pretax contributions to a flexible spending account for medical and child care expenses.

YMCA – The school is a corporate member, staff members who choose to join pick their membership level and pay \$10.00 per month of the membership fee, the District covers the remaining balance of the monthly fee.

Additional Life Insurance for employee, spouse and children, Vision, Accident, Critical Illness, Short Term Disability and Hospital Indemnity Insurances are also available with 100% of the cost paid by the employee.